



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 8, 2005

To: Each Supervisor

From: Michael J. Henry *MJH*
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 4, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 261 employees at KDMC. Of this number, 135 actions have resulted in discharges, releases or resignations. A total of 35 disciplinary actions have been taken against physicians and 27 physicians have been discharged or resigned. Our open caseload is currently 103 (detailed summary information is contained in Attachments I and II).

Since our last report, we have closed 14 cases and have opened 11 additional cases. One of the new cases alleges that a physician failed to perform supervisory duties and one of the new cases alleges unprofessional conduct by a Physician Assistant. Neither case is related to patient care and investigations have been opened on both cases.

RECRUITMENTS

Selection interviews of the three most highly qualified candidates for the Chief Executive Officer (CEO) have been held with Dr. Garthwaite and selected representatives of the KDMC Hospital Advisory Board. An offer of employment has been made to one of the candidates and negotiations are in process. In addition, selection interviews of the most

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Each Supervisor
August 8, 2005
Page 2

highly qualified Chief Nursing Officer (CNO) candidates with representatives of Navigant Consulting and DHS have been conducted. An offer of employment has been made to one of the CNO candidates and the candidate is considering the offer. Also, an Eligible Register for the Chief Operations Officer (COO) position is available for use by the CEO once that position is filled.

In addition, we continue to aggressively recruit nursing and other staff. Our next RN Interview Day is scheduled at KDMC on August 17, 2005. This monthly event affords interested candidates an opportunity to learn about KDMC's job opportunities, apply for positions, and talk to hiring managers.

If you have any questions, please call me.

MJH:REB
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Fred Leaf
Kae Robertson
Hank Wells

H:\KDMCSTATUSMEMO 8-08-05

KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 08/04/05

Dated: 8/4/2005

Closed Cases -	518
Open Cases -	103
Referred Cases -	14
Grand Total =	635

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	8	0	20	0	12	40
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	1	5	23	3	10	42
Suspensions (1 - 5 Days)	4	5	20	1	10	40
Reprimands	5	1	20	2	8	36
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	16	6	20	6	5	53
Release of Temporary Employee	7	0	20	0	4	31
Medical Release	0	0	0	0	1	1
Subtotal	41	20	129	15	56	261

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	18	7	29	42	23	119
Total Actions Taken	59	27	158	57	79	380

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners² Includes: Surgical Technicians; Medical Technologists; etc.³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF
Period: 01/26/04 – 08/04/05**

Dated: August 4, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	0	0	1
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	35	5	1	41

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	16	1	1	18
Total of Action Taken	51	6	2	59